App. F. IX-4

Previous References

1935-6 (S.O.F

D. O. f 11-27 - - (1-2)

D. O. f. 66-32 - - - (1-4, 6-7)

File No. 70-35

Serial Nos. 1-2

Letter References.

Lr. 61-40-1-3

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. Two

Part B for April 36

SUBJECT.

~~Increase~~ Grant of increments to the foremen, mechanics and Assistant Mechanics by Oil Factory from 1-4-36

D 61-27 . . Dt. 20. 4. 36

to ——— Dir of F

WD 03607—GPB—22,500—2-8-35

States that the proposal for the ——— does not commend itself to Govt.

Increments to S.D.F. Mechanics.

4554

General and Revenue Secretariat | File No. S-D-F-70 of 193 5 | [App. F. III—2

	Serial No.	
	1	Letter no. 2713 dated 27th March 1936 from the Dir. S.D.F. recommending the grant of increments to the Foremen, Mechanics and Assistant Mechanics of the S.D.F. from 1st April 1936.
S.D.F.54-30-2 - 66-32 (1-4, 6-7) 9.14.		1) There are now two Foremen and 8 mechanics (including 2 Asst. Mechanics) attached to the S.D.F. and it is three years since they got their last increment. In 1927, the Dir. recommended that in view of the development of work and in the interests of efficiency, the maximum pay of all mechanics be raised to Rs. 150/- to admit of promotions to deserving men; but Govt. directed that the no. of mechanics on a max. pay of Rs. 150/- be raised from 2 to 8. In 1933, all the mechanics and Asst. Mechanics and 2 Foremen got certain increments. The present proposal is for moters. The work of the Mechanics is reported to be satisfactory and extra work devolving on the others is urged as an additional ground.
S.D.F.21-27-2	I	
S.D.F. 11-27-2 66-32-7	II-F.	
S.D.F. 66-32-7	A.	
		2) A. Law has to be consulted

NOTE.—Contn. Sheet.

WD 03694—G.P.B.—30,000—18-7-35

file 9-4-36.
11/4

31) The mechanics to whom increases have been recommended received their last addition to their pay exactly three years ago. The proposal involves an extra recurring expenditure of about Rs 1000/- per annum. The Dy is recommending. Their case ... says that the work they do is of a very arduous nature and that the workings of the plant at its maximum capacity to cope with the increasing demand has thrown an additional strain on them. It is not known if the production of oil in the factory has received an increase during the current year. The statement of monthly production is now being received in the Secl. The figures for the previous years however do not seem to justify the statement made by the Dy

year	output	cost per lb on a/c of salaries and wages
27-28	84,131 lbs	Rs 0:600
28-29	89,684 lbs	0·597
29-30	84,558 "	0·612
30-31	60,039 "	0·862
31-32	95,992	~~0·890~~ 0·627
32-33	84,341	0·668
33-34	78,885	0·758
34-35	72,453	not available

Serial No.

It is clear that while the quantity of oil produced in the factory never continues decreased since 31-32 there has been a perceptible rise in the rate of cost of production

4) In 1927 there were 2 batteries the number of mechanics was 17 of whom two were elisible to promotion to the special grade Rs. 100-10-150. In that year the number of special grade appointments was raised to 8 with a direction that increments shd not be given automatically every year and that a mechanic found deserving of reward might be allowed a special addition to his pay within the permissible maximum.

5) When the factory at Bangalore was closed down in 31-32 on account of the trade depression the strength of the mechanics was reduced to 10 but the number eligible to rise upto the special grade was maintained

WD 03594—GPB—30,000—13-7-35

(4

File No. of 193 . General and Revenue Secretariat

instant at 8. The actual number at present in receipt of pay exceeding Rs 100/- is 6.

6) The Dr states that under A.O. Dt 21.11.27 he has been granting increments within the permissible maximum, but this position is contested by the Comptr who relies on A.O. Dt 31.12.30. This question apart, the point for consideration is whether these mechanics should be given increments. The Dr's view is that these people are stagnating on the same pay since the last 3 years and that the nature of this work is of an arduous character. In the file No 11-27 placed below the item, Secretary Member has minuted that in a commercial concern like the Factory it is not desirable to grant regular annual increments to an employee but that if he were found deserving of reward an assessment of any improvement or economy

Increments to S.O.Te mechanics

45/1 5

Serial No.

suggested by him he must be allowed a special addition to his pay. With this, the Dewan agreed and added that this tendency to reward employees must be checked.

Secretary) W. 17.4.36

7) As it is, the salaries are fairly high for mechanics for once he has been made up for an increment. The fact that they have not had an increase for 2 years is no excuse for giving increments if they are confident, they must work for promotion in higher jobs & not in the same job

Secretary) MW 21.4.36.

W 22.4.36

MW 23/4/36 MW 23.4.36.

W 23.4.36

AP Secy

18.23.4.36. AP 24/4

W. 24.4.36

2 Letter No. D. 6429 of 28/4/36 from Thepis. S.o.T. States that the proposal does not commend itself to Govt.

P&C 30/4

OFFICE OF THE SECOND MEMBER OF COUNCIL 22 APR 1936 No 8134

TYPING SECTION 5 APR. 1936

GEN. & REV. SECRETARIAT 30 APR. 1936 DEVELOPMENT BRANCH

S.O.F. 70-35-1

Tel. Address:—"Sandal Bangalore"

SANDALWOOD OIL FACTORY,

Bangalore, 25th March 1936.
27 "

No. 2913

4554

GEN. & DEV. SECRETARIAT
28/3
DEVELOPMENT BRANCH

FROM

S. ABDUL WAJID, ESQ., B.A.,

DIRECTOR, SANDALWOOD OIL FACTORY IN MYSORE,

BANGALORE.

To --

M. VENKATANARANAPPA ESQ., B.A.,

Secretary to the Government of Mysore,

Development Department, Bangalore.

S i r,

I have the honour to invite your kind reference to G.O. No. D-5394-95/S.O.F. 66-32-2 dated 27-4-33 and your letter No.D. 971/S.O.F. 66-32-7 dated 29-8-33 to the Comptroller to Government approving of promotions sanctioned to the Foremen and Mechanics of the Factory. It is now three years since they were given their last promotion. Their work is usually of a very arduous nature and now that the entire plant of the Factory is worked at its maximum capacity to meet the demand, an additional strain has been thrown on them. I am glad to say that all of them have risen to the occasion and have been discharging their duties quite satisfactorily. I consider that after a lapse of three years they deserve increments by way of encouragement.

Government in their order No.D.5367-8/S.O.F. 11-27-2 dated 21-11-27 have raised the number of mechanics on a maximum pay of Rs 150/- from 2 to 8, and have empowered the Director of Sandal Oil Factory to give increments within the permissable maximum i.e., Rs 150/-. I propose to give increments to the following staff, to take effect from 1-4-36:-

S.No.	Name.	Designation.	Present pay.	Rate of promotion.	Pay after promotion
1.	Mr. R. Siddoji Rao	Foreman	135	10	145
2.	Mr. M.D. Venkataramenappa	"	130	10	140

S. No.	Name.	Designation.	Present pay.	Rate of promotion.	Pay after promotion.
3.	Mr. Bapu Ramaswamy	Mechanic.	125	10	135
4.	Mr. M.C. Govindappa	"	120	10	130
5.	Mr. N. Nagesa Rao	"	105	10	115
6.	Mr. K. Ranga Rao	"	105	10	115
7.	Mr. Cheluvaraj	Asst. Mechanic	70	5	75
8.	Mr. Murti Rao	" "	70	5	75
9.	Mr. S.R. Srinivasa Iyengar	" "	50	5	55
10.	Mr. V. Krishna Rao	" "	45	5	50

I request you kindly to obtain approval of Government to the above increments.

I may add in this connection that the expenditure even with the increments now proposed to be given by me is below the percentage of cost and within the limit of Rs 10,000/- fixed in the Government Order of 1927.

I have the honour to be,

S i r,

Your most obedient servant,

Director.

MG)

Appendix F G—1]

3

SUBJECT.....

.....

.....

Section S.O.7.

File No. 70-35

Serial No. 2

Diary No. of letter replied to.....

No. D 6427.

To

The Director W.S.A.F.

Sir,

With reference to your letter no. 27138 27-3-1936 recommending the grant of increments to the Foreman Mechanics and Asst. Mechanics under D.D.F. for 1-4-1936, I am directed to state that the Board cannot agree to sanction.

General and Revenue Secretariat

( )

the 193 .

Date of issue 28-4-36

Signed by

The fact that the officers have not had an increase for 3 years cannot be accepted as a reasonable ground for giving increments and ~~the~~ ~~fact that~~ I have

List of enclosures.....

Copied by .....

Examined by.....

for appointment of higher appointment and not in the same job

WD 2360—GPB—30,000—23-9-35